

# Work Session

<b>Agenda Item #</b>	8
<b>Meeting Date</b>	July 27, 2015
<b>Prepared By</b>	Suzanne R. Ludlow City Manager

<b>Discussion Item</b>	<b>Discussion of Police/Community Relations Consultant Request for Proposals</b>
<b>Background</b>	<p>Increased scrutiny of police procedures and police/community relations has been occurring over the past year as incidents of deaths involving police officers have received wide-spread attention across the country. In Takoma Park, the overall perception of the police department and the actions of police officers is positive, as evidenced in the results of the 2014 Residents Survey. However, there have been some statements made that some young men of color have been stopped without adequate justification and there have been some statements made that some officers and dispatch staff are brusque or in need of more training. There have also been a number of Police Department efforts at community outreach that have been well-received in the community and there is interest in continuing these activities.</p> <p>In an effort to document what we do right and how we can improve, Council included funds to retain a consultant on police/community relations. A request for proposals will be issued this summer. Draft criteria for a consultant firm and a list of desired outcomes/deliverables are included here for consideration by Council.</p>
<b>Policy</b>	<p>“The Council shall have the power to pass all such ordinances...as it may deem necessary for the good government of the City; for the protection and preservation of the City’s property, rights, and privileges; for the preservation of peace and good order; for securing persons and property from violence, danger, or destruction; and for the protection and promotion of the health, safety, comfort, convenience, welfare, and happiness of the residents of and visitors in the City.” <i>General Powers of the Council, City Charter</i></p>
<b>Fiscal Impact</b>	\$10,000 is included in the FY 2016 budget for this effort.
<b>Attachments</b>	Draft criteria and desired outcomes/deliverables for inclusion in a request for proposals document
<b>Recommendation</b>	Provide direction to staff
<b>Special Consideration</b>	

## DRAFT - RFP Takoma Park Police Agency Assessment- Consultant Requirements

- Must have prior experience and back ground in law enforcement procedures and practices, community oriented policing as well as implementation of the procedures and programs.
- Familiarity with procedural justice in law enforcement agencies and its implementation.
- Familiarity with management of smaller to medium sized, full service police agencies.
- Familiarity with the disciplinary process, union contracts and legal constraints within both operational and professional compliance procedures.
- Understanding of the budget and staffing limitations of small to medium sized police departments.
- Familiarity with predictive and intelligence led policing in small to medium sized, full service police departments.
- Familiarity with modern police training methods, constraints, use of force and reporting of force incidents.
- Familiarity with police use of social media, transparency and public relations in small and medium sized, full service police departments.
- Familiarity with CALEA type standards and procedures.
- Experience with conducting standard surveys for both internal and external customers in small and medium sized, urban communities, including agency members, community members and business entities.
- Familiarity with programs to address at risk individuals in the community including:
  - youth
  - mentally ill
  - aged
- Experience in conducting one on one interviews with crime victims, residents and officers regarding policing in the community.
- Experience facilitating small group discussions with internal and external customers.
- Familiarity with procedures for periodic reporting of complaints.
- Familiarity with the development of performance metrics as related to employee evaluations and using non-traditional metrics to rate performance.
- Familiarity in the evaluation and development of hiring and recruitment of police officers.
- Familiarity with entry level and field training programs for new police officers.
- Familiarity with diversion programs, non-criminal referral programs and other methods to reduce criminal recidivism.
- Experience with engaging community organizations in partnership with small to medium police agencies.

Must have done similar studies/reports for similar communities

## Outcome Desired

The City wishes the work of the consultant to result in an agreed-upon, implementable approach to building, strengthening and maintaining a strong positive relationship between the Takoma Park Police Department and the various communities of Takoma Park. Across the country, it has traditionally been more difficult to build close community/police relationships within certain sectors, such as people of color between the ages of 14 and 25, people for whom English is not a first language, and people who are first generation immigrants.

## Base Goals

- Have the community believe that the community's well-being is the heart of all law enforcement activities and that all members of the community are treated fairly.
- Have trust between and among citizens and the police officers so that all components of a community are treating one another fairly and justly and are invested in maintaining public safety in an atmosphere of mutual respect.

## Ultimate Goals

- Have Takoma Park be an exceptional place to live, work, learn and play.
- Have all Takoma Park young people thrive, feel they are valued members of the community, and go on to build healthful and successful lives.
- Have all residents feel part of a safe community.

## To Get There:

Assemble and assess appropriate community demographic statistics

Assemble and assess appropriate experience and demographic statistics regarding Takoma Park police officers

Assemble and assess appropriate Takoma Park Police Department data on arrests, stops, photographing, complaints, etc.

Assemble and assess community policing and community-building methods used by the Takoma Park Police Department

Assemble and assess Takoma Park Police Department policies, procedures and training programs, as well as the values and ethics of the department

Interview and/or survey people (from the community and police department) individually and in groups to identify what is working, complaints, areas of discomfort, recommendations for improving the police/community relationship

Prepare a report that summarizes the information learned and identifies best practices appropriate for the Takoma Park community, the Takoma Park Police Department, and for the City government overall to help reach the goal: An agreed-upon, implementable approach to building, strengthening and maintaining a strong positive relationship between the Takoma Park Police Department and the various communities of Takoma Park.